


NH Developmental Services Employment Data Report

July 1, 2016-December 31, 2016



	December 2016	June 2016	Changes
People Receiving Services (age 21-64)	4008	4008	0
Total number of people employed excluding self-employment paid minimum wage or above (unduplicated count)	1392	1440	-48
People who have self-employment	64		64
People Employed (Age 21-64) including self-employment	1456	1440	16
Total employed (including self-employment) as a percentage of total served	36.33%	35.60%	0.73%
Statewide average pay per hour excluding self-employment	\$8.43	\$8.45	-0.02
Statewide average hours worked per week excluding self-employment	11	10.07	0.93
Total number of jobs excluding self-employment paying minimum wage or above	1640	1665	-25

*There are some people who have both hourly wages and self-employment.

Average
Hourly
Wage

\$8.43

Average
Hours Worked
Per Week

11

Average
Weekly
Earnings

\$92.73

Average
Yearly
Earnings

\$4,818

NH Developmental Services Employment Data

The Facts

Statewide Figures	December 2016
Total Number of People Served <i>21-64 years old</i>	4008
People Employed (Age 21-64) <i>Excluding self-employment</i>	1392
Total Number Employed <i>Including self-employment</i>	1456
Employment Rate <i>Employed/Total Number Served, unduplicated</i>	36.33%
Total Number of Jobs <i>Excluding self-employment</i>	1640
Average Hourly Wage	\$8.43
Average Hours Worked Per Week	11
Average Weekly Earnings <i>Per Job</i>	\$92.73
Average Monthly Earnings <i>Per Job</i>	\$401.52
Average Annual Earnings <i>Per Job</i>	\$4,818

Employment Rate for Workers Aged 18 - 64

	US	NH	NH Gap
People without Disabilities	76%	82.90%	6.90%
People with Disabilities	34.90%	39.50%	4.60%
People with Cognitive Disabilities	25.50%	30.20%	4.70%
People served by Area Agency System*	NA	36.50%	NA

**Not necessarily year round employment, and only for age 21-64.*

From 2016 Disability Statistics Compendium.

Inclusion Criteria:

- Must be between ages of 21-64
- Must work minimum of 2 hours/day
- Must earn a minimum of \$7.25/hour
- Fields must be populated during the reporting period (July 1-December 31, 2016)

NH Developmental Services Employment Data Trends

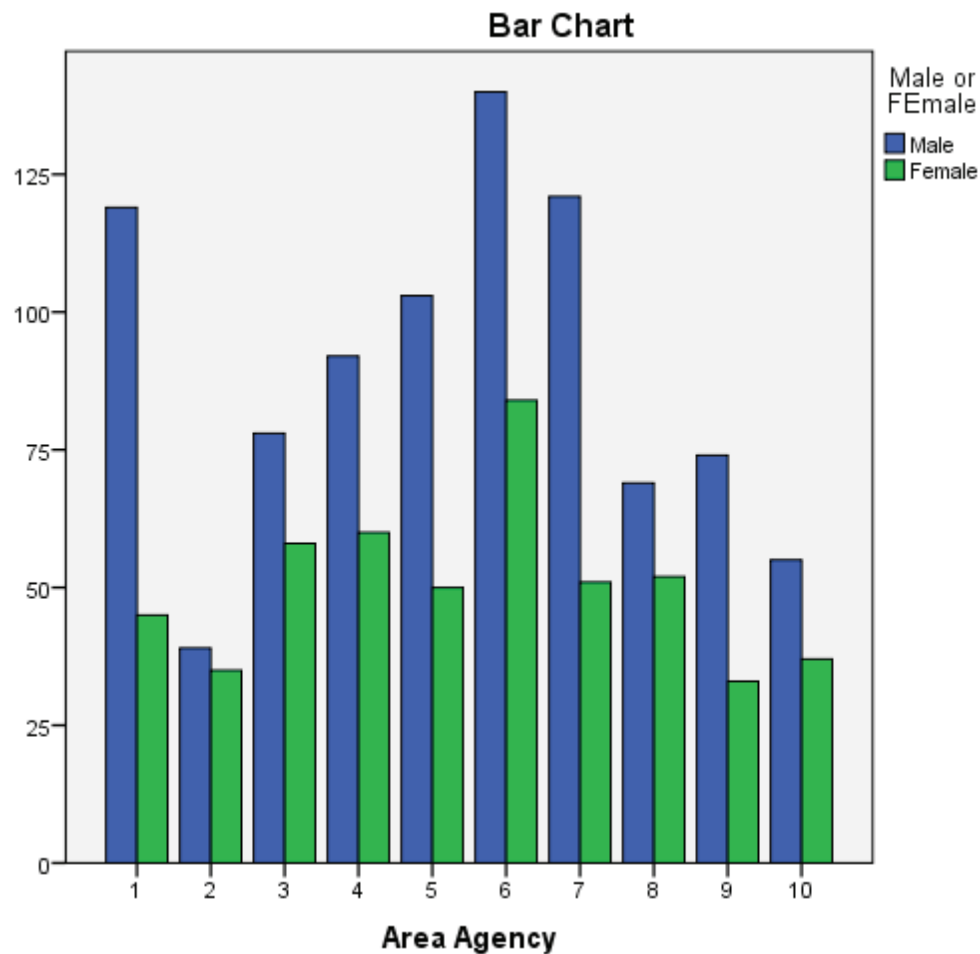
Total Number of Individuals Served & Employed (21-64 Years Old), Excluding Self Employment, by Region

Area Agency	# of Individuals Served	# of Individuals Working	Individuals Employed	
			%	Ranking
Region 1: Northern Human Services	364	146	40.11%	3rd
Region 2: Pathways of the River Valley	235	74	31.49%	7th
Region 3: Lakes Region Community Services	316	129	40.82%	2nd
Region 4: Community Bridges	464	152	32.76%	6th
Region 5: Monadnock Developmental Services	427	153	35.83%	5th
Region 6: Gateways Community Services	598	223	37.29%	4th
Region 7: Moore Center Services	550	170	30.91%	8th
Region 8: One Sky Community Services	394	118	29.95%	9th
Region 9: Community Partners	318	136	42.77%	1st
Region 10: Community Crossroads	342	91	26.66%	10th
Total	4008	1392	34.73%	

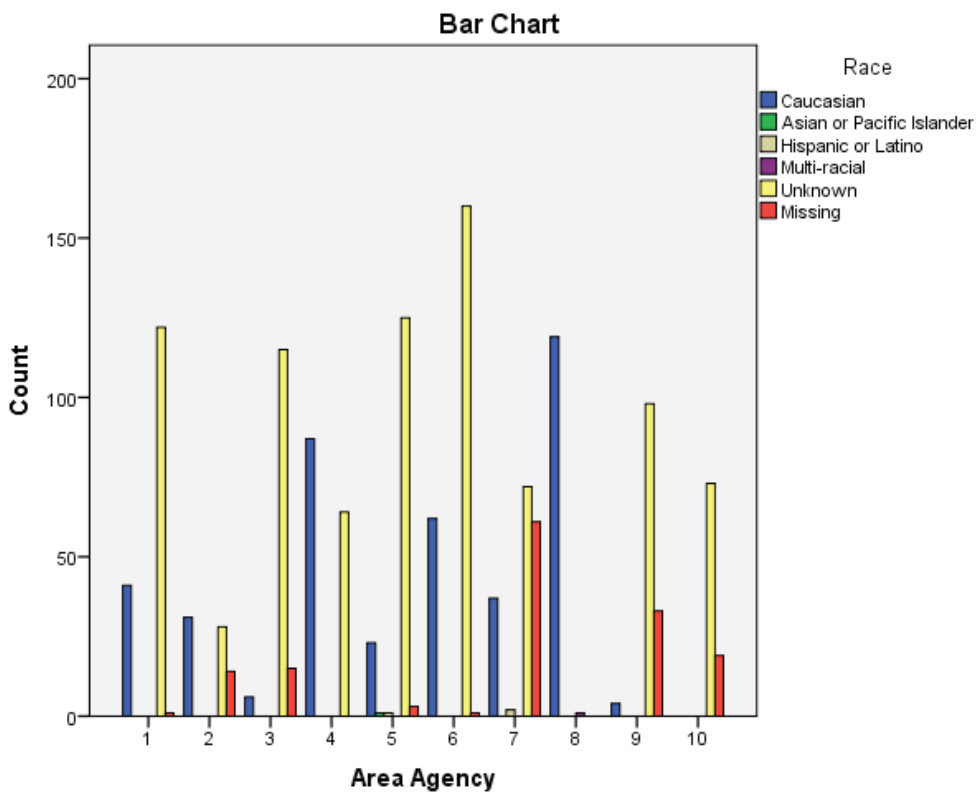
Annual Earnings for Workers Age 18-64

	US	NH	NH Gap
People without Disabilities*	\$31.87	\$37,339	\$5,467
People with Disabilities*	\$21,572	\$21,170	-402
People served by Area Agency System		4008	
Annual Earnings for Workers Served by AA System **		\$4,649	
Wage Gap: People Served by AA vs. NH Workers with Disabilities**		-\$16,521	
* American Community Survey 2016 Annual Report: 2016 Disability Statistics Report ** Not necessarily year round employment.			

Other Demographic and Employment Characteristics of Workers

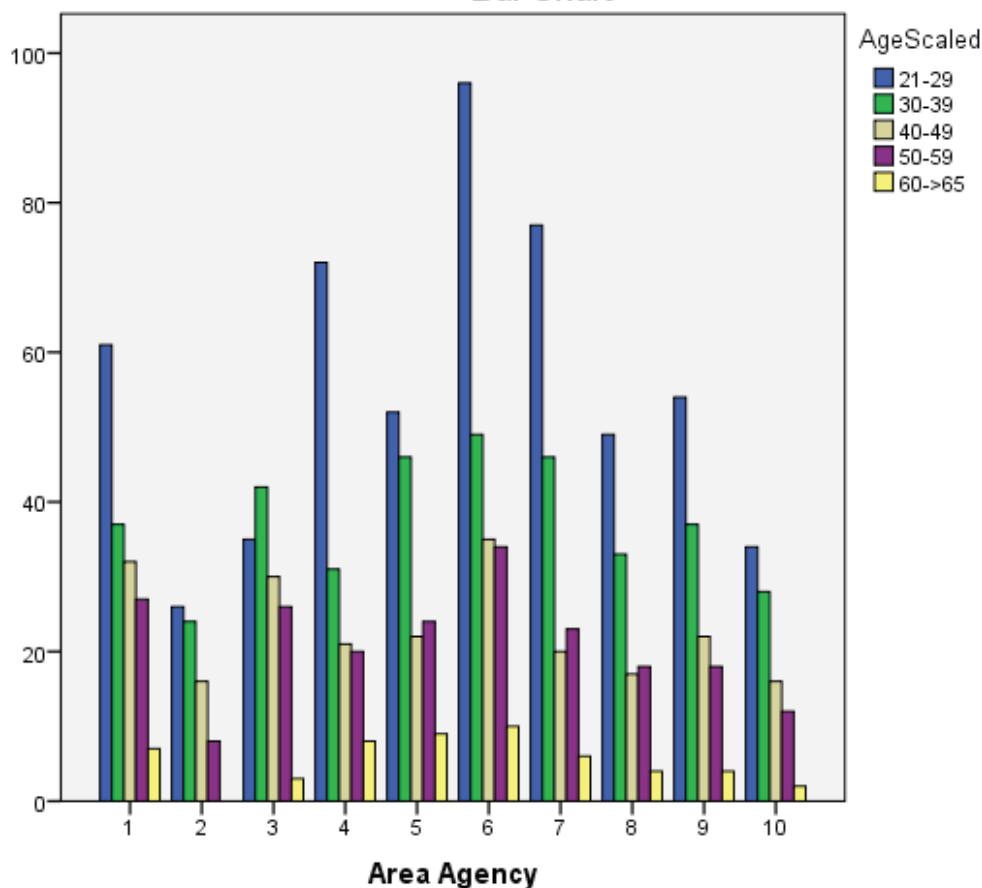


The majority of adult workers served by the Bureau of Developmental services are male, representing 63% of the working population. Females represent 36.2% of this population.



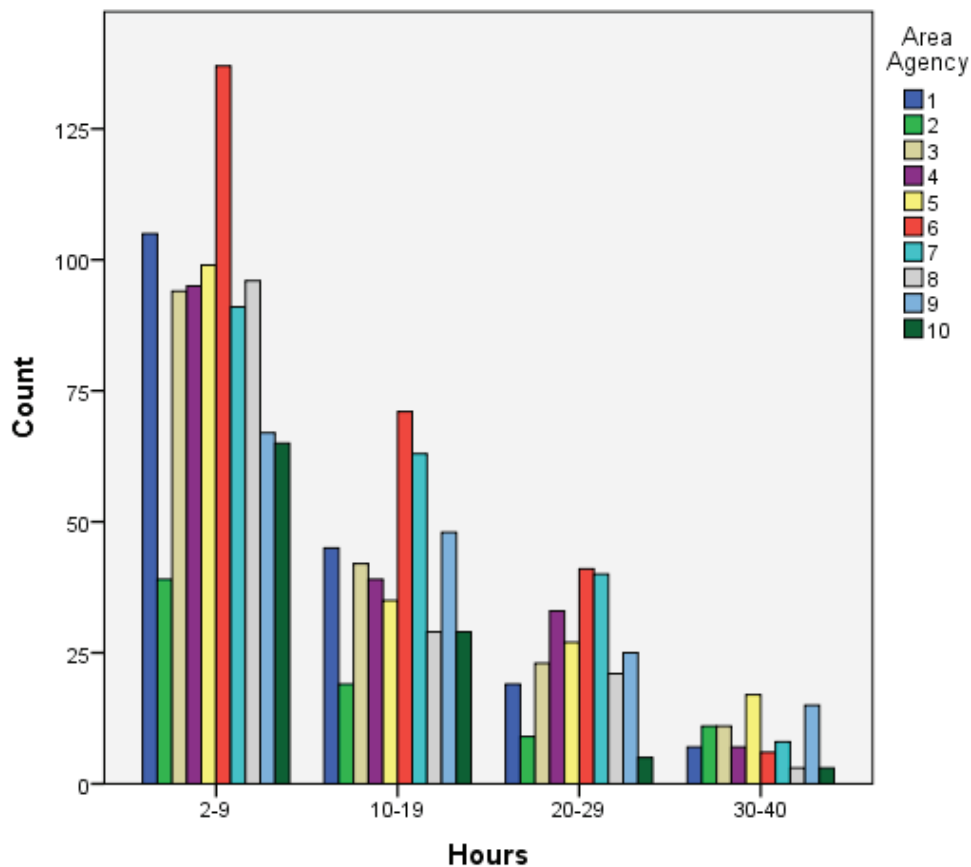
Statewide the majority of the working population served by the Bureau of Developmental Services is Caucasian (28.9%). Although there are other minorities represented in the population, the cell count for each race is less than 25 per cell and therefore cannot be reported. The race of 60.4% of the working adult population is “unknown” or “missing” from available data sources.

Bar Chart



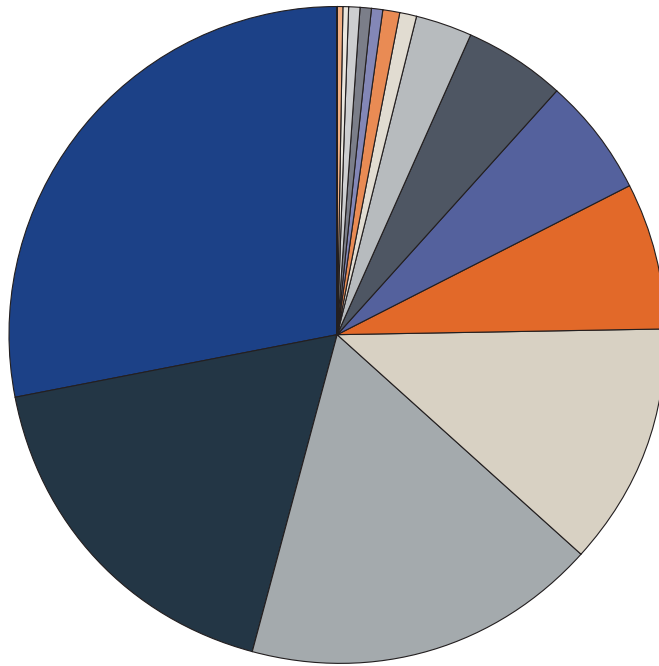
Statewide the majority of workers are between the ages of 21-29 years of age (39.1%). 26.2% are between the ages of 30-39; 16.2% between the ages of 40-49; 14.8% between the ages of 50-59; and 3.7% between the ages of 60-64 years of age.

Bar Chart



Statewide more than half of all jobs are 2-9 hours per week (54.2%). 25.6% of jobs are 10-19 hours per week; 14.8% are 20-29 hours per week; and 5.4% of jobs are 30-40 hours per week.

Employment by Job Category



Employment by Job Category

Job Category	# of Jobs	Average Hours Per Week	Median Hours per Week	Average \$/ Hour	Median \$/ Hour
Retail & Customer Service	460	11.61	9.5	\$8.78	\$8.50
Building, Grounds & Maintenance	291	9.25	6	\$8.18	\$7.25
Food Preparation & Service	286	13.35	12	\$8.43	\$8.00
Housekeeping & Laundry	197	9.19	6	\$8.16	\$7.25
Production & Manufacturing	116	13.14	12	\$8.10	\$7.25
Office & Administrative	96	6.89	4	\$8.06	\$7.25
Unknown	82	9.53	6	\$8.24	\$7.50
Community & Social Services	44	10.91	8.25	\$8.26	\$8.00
Healthcare Support	17	20.97	20	\$10.81	\$10.25
Farming & Forestry	12	12.67	7	\$8.10	\$7.75
Education & Training	10	17.15	15	\$10.41	\$8.25
Arts, Entertainment & Media	9	4.78	3	\$7.58	\$7.25
Personal Care	7	8.43	8	\$8.30	\$8.00
Transportation	6	13	12.5	\$8.36	\$7.83
Business & Finance	5	8.5	6	\$7.77	\$7.75
Computer	1	12	12	\$15.00	\$15.00
Construction	1	30	30	\$15.00	\$15.00

Regional Employment Hours Worked and Wage Data

Area Agency	# Jobs	Average Hours/Week**		Median Hours/ Week		Average Pay/ Hour **		Median \$/ Hour		Average Earnings		
			Rank		Rank		Rank		Rank	Weekly	Rank	Projected Annual Wages ****
Region 1: Northern Human Services	176	9.79	8th	7.58	6th	\$8.22	8th	\$7.25	6th	\$80.47	8th	\$4,181.42
Region 2: Pathways of the River Valley	78	13.54	1st	9.5	3rd	\$9.46	1st	\$9.05	1st	\$128.09	1st	\$6,655.47
Region 3: Lakes Region Community Services	170	10.84	6th	8	5th	\$7.84	10th	\$7.25	6th	\$84.99	6th	\$4,415.85
Region 4: Community Bridges	175	11.25	5th	8.88	4th	\$8.64	3rd	\$8.00	4th	\$97.20	5th	\$5,050.51
Region 5: Monadnock Developmental Services	178	11.58	4th	8	5th	\$8.66	2nd	\$9.00	2nd	\$100.28	4th	\$5,210.69
Region 6: Gateways Community Services	255	10.36	7th	8	5th	\$8.20	9th	\$7.50	5th	\$84.95	7th	\$4,414.11
Region 7: Moore Center Services	201	12.09	3rd	10.5	2nd	\$8.36	7th	\$7.50	5th	\$101.07	3rd	\$5,251.72
Region 8: One Sky Community Services	150	8.9	10th	5.75	8th	\$8.59	5th	\$8.48	3rd	\$76.45	10th	\$3,972.39
Region 9: Community Partners	155	13.32	2nd	12	1st	\$8.42	6th	\$8.00	4th	\$112.15	2nd	\$5,827.54
Region 10: Community Crossroads	102	9.13	9th	7	7th	\$8.62	4th	\$8.00	4th	\$78.70	9th	\$4,089.28
Statewide Averages ***	1640	11.00		8		\$8.43		\$8.00		\$92.73		\$4,818.25

** Does not include self-employment.

*** Statewide averages are calculated by the entire data set, not by the column

**** Projection based on working 52 weeks. Does not take into account seasonal employment. Calculated without rounding.

Highlights (using the median)

- Region with Highest Number of Hours Per Week: Region 9/Community Partners
- Region with Highest Average Wage Per Hour: Region 2/Pathways of the River Valley
- Region with Highest Percent Employed: Region 9/Community Partners

Regional Employment Data

To learn more about the commitment to employment from all members of New Hampshire's Area Agency System, please read the Employment Position Statement (<http://www.dhhs.nh.gov/dcbcs/bds/documents/employmentpositionstatement.pdf>).

Region 1: Northern Human Services

		Statewide Ranking
Total # of Individuals Served	364	
# Individuals Working	146	5th
Percent Employed	40.11%	3rd
Average Hours Worked per Week	9.79	8th
Median Hours Worked	7.58	6th
Average Wage/Hour All Jobs Earned	\$8.22	8th
Median Wages/Hour All Jobs Earned	\$7.25	6th
Average Weekly Earnings	\$80.47	8th
Projected Average Yearly Earnings	\$4,181.42	8th

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
CDS Northern Services	6	8	8.75	4.00	\$8.32	\$7.63
Easter Seals NH	1	1	12.00	12.00	\$8.50	\$8.50
Life Transition Services	5	5	17.22	20.00	\$8.70	\$8.40
Lifeshare Inc	1	1	10.00	10.00	\$9.25	\$9.25
New Employment Options	1	1	26.00	26.00	\$9.50	\$9.50
North Country	8	10	12.20	8.50	\$8.55	\$8.88
Northern Human Services, No Identified Employment Provider	124	150	9.45	7.04	\$8.18	\$7.25
Total	146	176	9.79	7.58	\$8.22	\$7.25

Region 2: Pathways of the River Valley

		Statewide Ranking
Total # of Individuals Served	235	
# Individuals Working	74	10th
Percent Employed	31.49%	7th
Average Hours Worked per Week	13.54	1st
Median Hours Worked	9.5	3rd
Average Wage/Hour All Jobs Earned	\$9.46	1st
Median Wages/Hour All jobs Earned	\$9.05	1st
Average Weekly Earnings	\$128.09	1st
Projected Average Yearly Earnings	\$6,655.47	1st

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Community Strategies for NH	1	1	10.00	10.00	\$7.80	\$7.80
Crotched Mountain	1	1	4.00	4.00	\$10.75	\$10.75
Easter Seals NH	1	1	15.00	15.00	\$7.50	\$7.50
Independent Services Network	7	8	9.31	8.25	\$9.40	\$9.00
Life Transitions	2	2	13.00	13.00	\$8.50	\$8.50
Pathways of the River Valley	23	24	12.42	9.00	\$9.77	\$9.75
Work Opportunities Unlimited	1	1	3.50	3.50	\$10.20	\$10.20
Pathways of the River Valley, No Identified Employment Provider	38	40	15.64	12.00	\$10.70	\$9.00
Total	74	78	13.54	9.50	\$9.46	\$9.05

Region 3: Lakes Region Community Services

		Statewide Ranking
Total # of Individuals Served	316	
# Individuals Working	129	6th
Percent Employed	40.82%	2nd
Average Hours Worked per Week	10.84	6th
Median Hours Worked	8.00	5th
Average Wage/Hour All Jobs Earned	\$7.84	10th
Median Wages/Hour All jobs Earned	\$7.25	6th
Average Weekly Earnings	\$84.99	6th
Projected Average Yearly Earnings	\$4,415.85	6th

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Easter Seals NH	5	7	4.50	3.00	\$7.80	\$7.25
Lakes Region Community Services, No Identified Employment Provider	124	163	11.12	8.00	\$7.85	\$7.25
Total	129	170	10.84	8.00	\$7.84	\$7.25

Region 4: Community Bridges

		Statewide Ranking
Total # of Individuals Served	464	
# Individuals Working	152	4th
Percent Employed	32.76%	6th
Average Hours Worked per Week	11.25	5th
Median Hours Worked	8.88	4th
Average Wage/Hour All Jobs Earned	\$8.64	3rd
Median Wages/Hour All jobs Earned	\$8.00	4th
Average Weekly Earnings	\$97.20	5th
Projected Average Yearly Earnings	\$5,050.51	5th

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Community Bridges	87	97	13.68	15.00	\$9.14	\$8.75
Easter Seals NH	28	33	7.70	6.00	\$7.70	\$7.25
Farmsteads of NH	1	1	8.88	8.88	\$7.25	\$7.25
Independent Services Network	10	11	7.00	5.00	\$7.77	\$7.25
Institute for Professional Practice	2	2	3.40	3.38	\$7.30	\$7.25
J Cook Workforce Solutions	3	4	12.30	12.50	\$8.10	\$7.53
Living Innovations	1	1	2.00	2.00	\$7.25	\$7.25
Residential Resources	1	1	17.00	17.00	\$7.25	\$7.25
Robin Hill Farm	1	1	2.00	2.00	\$7.85	\$7.85
Siddharth Services	1	1	2.00	2.00	\$8.36	\$8.36
Work Opportunities Unlimited	13	19	5.89	4.00	\$8.37	\$7.75
Community Bridges, No Identified Employment Provider	4	4	27.50	28.50	\$10.20	\$10.00
Total	152	175	11.25	8.88	\$8.64	\$8.00

Region 5: Monadnock Developmental Services

		Statewide Ranking
Total # of Individuals Served	427	
# Individuals Working	153	3rd
Percent Employed	35.83%	5th
Average Hours Worked per Week	11.58	4th
Median Hours Worked	8.00	5th
Average Wage/Hour All Jobs Earned	\$8.66	2nd
Median Wages/Hour All jobs Earned	\$9.00	2nd
Average Weekly Earnings	\$100.28	4th
Projected Average Yearly Earnings	\$5,210.69	4th

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Chesco Employment	29	33	9.42	6.00	\$8.74	\$7.50
Comfort Keepers	1	1	25.00	25.00	\$8.10	\$8.10
Community Strategies for NH	4	4	9.00	4.50	\$9.38	\$9.88
Crotched Mountain	2	2	13.25	13.25	\$7.30	\$7.25
Easter Seals NH	3	4	5.25	5.00	\$7.56	\$7.25
Lakeview Neurorehab Center	1	1	16.00	16.00	\$7.25	\$7.25
Monadnock Developmental Services	25	28	19.04	20.00	\$8.37	\$8.00
Monadnock ISO	10	11	13.86	10.00	\$9.42	\$8.88
Monadnock MCST	28	29	14.57	12	\$9.92	\$9.50
Monadnock Worksource	19	23	6.80	4.00	\$7.93	\$7.25
Opportunity Networks	4	4	13.25	8.00	\$8.35	\$8.50
Residential Resources	4	6	10.83	6.00	\$7.91	\$8.00
Robin Hill Farm	1	1	2.25	2.25	\$8.00	\$8.00
Southwestern Community Service	16	24	7.33	6.00	\$8.36	\$8.09
Monadnock Developmental Services, No Identified Employment Provider	6	7	9.00	5.00	\$8.46	\$8.50
Total	153	178	11.58	8.00	\$8.66	\$9.00

Region 6: Gateways Community Services

		Statewide Ranking
Total # of Individuals Served	598	
# Individuals Working	223	1st
Percent Employed	37.29%	4th
Average Hours Worked per Week	10.36	7th
Median Hours Worked	8.00	5th
Average Wage/Hour All Jobs Earned	\$8.20	9th
Median Wages/Hour All Jobs Earned	\$7.50	5th
Average Weekly Earnings	\$84.95	7th
Projected Average Yearly Earnings	\$4,414.11	7th

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Crotched Mountain	1	1	6.00	6.00	\$10.00	\$10.00
Easter Seals NH	17	18	12.34	12.00	\$7.36	\$7.25
Gateway Community Service	16	19	14.20	15.00	\$8.30	\$7.25
Independent Services Network	11	12	5.90	5.00	\$8.70	\$8.75
Institute for Professional Practice	7	10	6.50	5.50	\$7.80	\$7.25
Living Innovations	1	1	6.00	6.00	\$8.30	\$8.25
Nashua Center for the Multiply Handicapped	5	5	3.30	2.50	\$7.80	\$7.25
Opportunity Networks	62	70	7.61	6.00	\$7.88	\$7.25
The Plus Company	96	111	12.45	12.00	\$8.33	\$8.00
Toward Independent Living & Learning	7	8	7.50	6.75	\$9.70	\$10.10
Total	223	255	10.36	8.00	\$8.20	\$7.50

Region 7: Moore Center Services

		Statewide Ranking
Total # of Individuals Served	550	
# Individuals Working	170	2nd
Percent Employed	30.91%	8th
Average Hours Worked per Week	12.09	3rd
Median Hours Worked	10.5	2nd
Average Wage/Hour All Jobs Earned	\$8.36	7th
Median Wages/Hour All jobs Earned	\$7.50	5th
Average Weekly Earnings	\$101.07	3rd
Projected Average Yearly Earnings	\$5,251.72	3rd

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Alternative Programs	1	1	40.00	40.00	\$9.95	\$9.95
Chesco Employment	1	2	12.00	12.00	\$7.25	\$7.25
Community Integrated Services	9	10	11.80	11.00	\$9.36	\$9.20
Crotched Mountain	1	1	2.00	2.00	\$10.00	\$10.00
Easter Seals NH	13	17	9.15	6.00	\$7.33	\$7.25
Granite State Independent Living	5	6	7.50	8.00	\$9.05	\$9.37
Independent Services Network	4	4	10.25	12.00	\$9.62	\$9.38
Institute for Professional Practice	1	1	2.00	2.00	\$7.25	\$7.25
Life Visions	5	7	3.86	3.00	\$7.86	\$7.50
Lifeshare Inc	2	2	17.25	17.25	\$9.55	\$9.55
Moore Center Services	81	93	12.43	12.00	\$7.93	\$7.25
Neurorestorative NH	1	1	18.00	18.00	\$9.00	\$9.00
New Employment Opportunities	7	9	20.67	20.00	\$9.12	\$10.00
Opportunity Networks	1	1	25.00	25.00	\$10.00	\$10.00
Residential Resources Inc	3	3	12.33	5.00	\$10.85	\$10.60
Siddharth Services Inc	5	5	8.60	3.00	\$8.80	\$8.00
The Plus Company	1	1	16.00	16.00	\$11.75	\$11.75
Work Opportunities Unlimited	19	26	12.40	9.00	\$9.08	\$8.00
Moore Center Services, No Identified Employment Provider	10	11	12.47	12.00	\$8.33	\$8.00
Total	170	201	12.09	10.50	\$8.36	\$7.50

Region 8: One Sky Community Services

		Statewide Ranking
Total # of Individuals Served	394	
# Individuals Working	118	8th
Percent Employed	29.95%	9th
Average Hours Worked per Week	8.9	10th
Median Hours Worked	5.75	8th
Average Wage/Hour All Jobs Earned	\$8.59	5th
Median Wages/Hour All jobs Earned	\$8.48	3rd
Average Weekly Earnings	\$76.45	10th
Projected Average Yearly Earnings	\$3,972.39	10th

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Crotched Mountain	1	1	4.00	4.00	\$11.50	\$11.50
Easter Seals NH	24	31	10.20	8.00	\$8.20	\$7.25
Farmsteads of New England	1	1	3.00	3.00	\$7.25	\$7.25
Granite Bay Connections	2	2	11.50	11.50	\$8.63	\$8.63
Great Bay Community Services	8	9	12.30	8.00	\$12.00	\$7.25
Institute for Professional Practice	5	6	2.80	2.00	\$8.00	\$7.75
Life Visions	1	1	2.00	2.00	\$7.50	\$7.50
Lifeshare Inc	16	18	6.40	2.50	\$9.10	\$9.03
Living Innovations	17	23	7.30	6.00	\$8.60	\$8.75
One Sky Community Services	30	42	9.60	6.25	\$8.80	\$8.52
Residential Resources Inc	1	1	3.00	3.00	\$7.30	\$7.30
Work Opportunities Unlimited	7	7	15.10	17.00	\$9.00	\$9.00
One Sky Community Services, No Identified Employment Provider	5	8	8.00	4.00	\$8.60	\$8.69
Total	118	150	8.90	5.75	\$8.59	\$8.48

Region 9: Community Partners

		Statewide Ranking
Total # of Individuals Served	318	
# Individuals Working	136	6th
Percent Employed	42.77%	1st
Average Hours Worked per Week	13.32	2nd
Median Hours Worked	12	1st
Average Wage/Hour All Jobs Earned	\$8.42	6th
Median Wages/Hour All jobs Earned	\$8.00	4th
Average Weekly Earnings	\$112.15	2nd
Projected Average Yearly Earnings	\$5,827.54	2nd

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Cardinal Cushing Centers	1	1	8.00	8.00	\$8.25	\$8.25
Community Bridges	1	1	21.00	21.00	\$11.00	\$11.00
Community Partners	1	1	15.00	15.00	\$9.15	\$9.15
Easter Seals NH	4	6	9.17	8.50	\$8.38	\$8.13
Great Bay Community Services	6	7	13.07	10.00	\$8.44	\$8.00
Institute for Professional Practice	5	6	11.00	11.50	\$8.54	\$7.88
Life Coping	1	1	8.00	8.00	\$7.25	\$7.25
Living Innovations	2	4	16.00	10.00	\$9.50	\$9.50
One Sky Community Services	1	1	16.00	16.00	\$7.40	\$7.40
Community Partners, No Identified Employment Provider	114	127	13.54	12.00	\$8.38	\$8.00
Total	136	155	13.32	12	\$8.42	\$8.00

Region 10: Community Crossroads

		Statewide Ranking
Total # of Individuals Served	342	
# Individuals Working	91	9th
Percent Employed	26.66%	10th
Average Hours Worked per Week	9.13	9th
Median Hours Worked	7	7th
Average Wage/Hour All Jobs Earned	\$8.62	4th
Median Wages/Hour All jobs Earned	\$8.00	4th
Average Weekly Earnings	\$78.70	9th
Projected Average Yearly Earnings	\$4089.28	9th

Employment Provider Data

	# Individuals Employed	# of Jobs	Average Hours Worked	Median Hours Worked	Average Wages Earned	Median Wages Earned
Alternative Programs	1	2	4.5	4.5	\$8.80	\$8.81
Community Crossroads	9	10	6.8	3.5	\$8.80	\$8.25
Easter Seals NH	13	15	9.2	8	\$8.20	\$7.25
Farmsteads of New England	2	2	6.5	6.5	\$7.30	\$7.25
Granite Bay Connections	2	2	13.5	13.5	\$7.60	\$7.63
Independent Services Network	2	2	4	4	\$10.60	\$10.64
Institute for Professional Practice	1	1	4	4	\$8.00	\$8.00
Kimi Nichols Center	2	2	15	15	\$9.00	\$9.05
Life Visions Inc	20	21	6.9	6	\$8.40	\$8.00
Lifeshare Inc	5	7	4.1	3	\$8.20	\$7.65
Living Innovations	13	13	8.2	8	\$8.20	\$8.00
Nashua Center for Multiply Handicapped	1	2	7	7	\$9.80	\$9.75
Neurorestorative NH	1	1	4	4	\$0.30	\$7.25
Opportunity Networks	1	1	10	10	\$8.50	\$8.50
Residential Resources Inc	1	1	10	10	\$10.70	\$10.74
Work Opportunities Unlimited	17	20	15.8	14.63	\$9.30	\$9.15
Total	91	102	9.13	7	\$8.62	\$8.00

How To Use The Employment Data Report

1. Share this with Families, Self-Advocates, Board Members, Family Support Councils, and Staff.

This data report is meant to be a tool to be used for more in-depth discussions about employment efforts regionally and statewide. Please ask questions if there is any information you don't understand. This is a great opportunity for each agency to share information about how it promotes employment and what opportunities and services are available.

The data can be very helpful to individuals and families in trying to select an employment provider. However, it is important to understand that there are more factors to consider when selecting a provider than just performance data alone. Here are some things to consider:

- Does this provider promote employment?
- Does this provider have staff who have been trained using the statewide curriculum called ACRE or who hold a national certification as a Certified Employment Support Professional?
- Does this provider specialize in placing people in specific industries?
- Does this provider serve a high number of people with the most significant disabilities?
- Does this provider offer career development services?
- Does this provider offer any structured skills training opportunities?
- Talk to other families about their satisfaction with various providers.

2. Use this report to set goals with staff, your region, your Board, and for your strategic plans.

Don't forget, Area Agencies can generate their own regional report at any time using our new employment data system. The Bureau will generate Employment Reports on a quarterly basis. The next report will be released in September 2017.

3. Host an Employment Event. Invite a Panel of Employed Self-Advocates to talk about their work experience, the process they went through to achieve employment, and the impact being employed has had in their life.

Also invite:

- Employment staff to talk about your region's efforts and commitment to employment;
- Employment vendors so they can meet the various employment providers;
- Invite a panel of local employers to talk about how hiring an inclusive workforce makes good business sense;
- Work incentives specialists to talk about the impact of earning income on benefits

Almost everyone who works is financially better off earning income than just receiving benefits. Talk to a work incentives specialist; they will show you the math. You can also visit www.nhwirc.org to learn more about work incentives and how to find a trained work incentive specialist.

About the Program

The Bureau of Developmental Services (BDS) joins communities and families in providing opportunities for citizens with developmental disabilities or acquired brain disorders to achieve health and independence. In partnership with individuals, families, and community-based service networks, BDS affirms the vision that all citizens should participate in the life of their community while receiving the supports they need to be productive and valued community members.

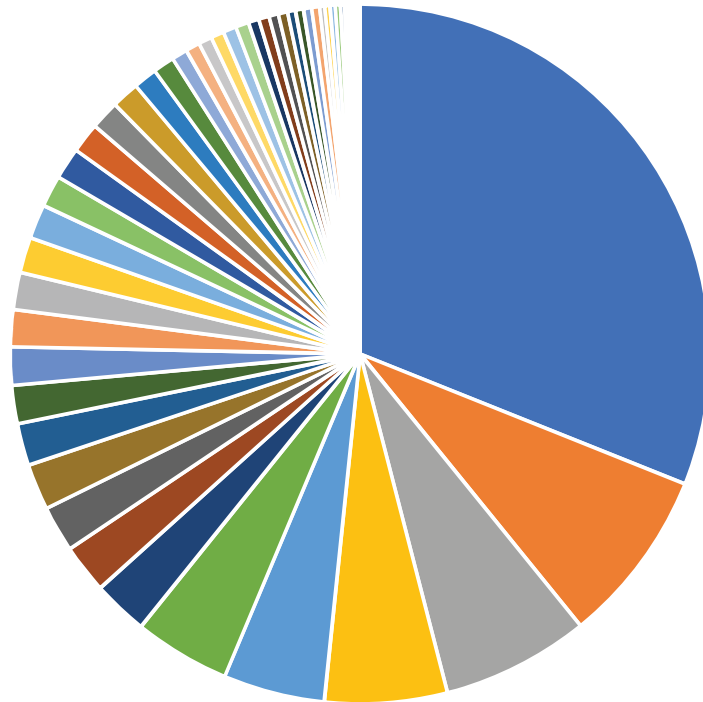
Contact

New Hampshire Department of Health & Human Services
Bureau of Developmental Services
105 Pleasant Street
Concord, NH 03301
Phone: 800.852.3345 ext. 5034 (NH only) or 603.271.5034
www.dhhs.state.nh.us/dhhs/bds

This document was prepared by Dr. Tobey Partch-Davies & Samantha Colaw from the Institute on Disability at the University of New Hampshire. For more information email tobey.partch-davies@unh.edu or call 603-228-2084.

This document is available in alternative formats upon request

**Bureau of Developmental Services
Employment Provider Impact on Number of Jobs Obtained
Statewide Employment Report
For the period July 1-December 31, 2016**



■ No Vendor Assigned (31.10%)	■ Easter Seals NH (8.11%)
■ The Plus Company (6.83%)	■ Moore Center Services (5.67%)
■ Opportunity Networks (4.70%)	■ Work Opportunities Unlimited (4.45%)
■ Living Innovations (2.56%)	■ Independent Services Network (2.26%)
■ Chesco Employment (2.13%)	■ Community Bridges, no provider identified (2.13%)
■ Community Bridges SDS (1.95%)	■ Life Visions (1.77%)
■ Monadnock Developmental Services -MCST (1.77%)	■ Lifeshare Inc (1.71%)
■ Monadnock Developmental Services, no provider identified (1.71%)	■ Community Bridges SEP (1.65%)
■ Institute for Professional Practice (1.59%)	■ Pathways of the River Valley (1.46%)
■ Southwestern Community Services (1.46%)	■ Monadnock Worksource (1.40%)
■ One Sky Community Services - Futures (1.34%)	■ One Sky Community Services, no provider identified (1.28%)
■ Gateway Community Services - CDS (1.10%)	■ Great Bay Services (0.98%)
■ Residential Resources (0.73%)	■ Monadnock Developmental Services - ISO (0.67%)
■ Community Crossroads (0.61%)	■ Community Integrated Services (0.61%)
■ New Employment Options (0.61%)	■ North Country (0.61%)
■ CDS - Northern Human Services (0.49%)	■ Toward Independent Living and Learning (0.49%)
■ Life Transition Services (0.43%)	■ Nashua Center for the Multiply Handicapped (0.43%)
■ Community Strategies for NH (0.37%)	■ Crotched Mountain (0.37%)
■ Granite State Independent Living (0.37%)	■ Siddharth Services Inc (0.37%)
■ Community Bridges CM (0.24%)	■ Farmsteads of New England (0.24%)
■ Granite Bay Connections (0.24%)	■ J. Cook Workforce Solutions (0.24%)
■ Alternative Programs (0.18%)	■ Kimi Nichols Center (0.12%)
■ Neurorestorative NH (0.12%)	■ Robin Hill Farm (0.12%)
■ Cardinal Cushing Centers (0.06%)	■ Comfort Keepers (0.06%)
■ Community Partners (0.06%)	■ Gateway Community Service, no provider identified (0.06%)
■ Lakeview Neurorehabilitation Center (0.06%)	■ Life Coping (0.06%)

Averages/Medians By Provider									
	Total Number of Jobs, duplicated	Number of Workers with More Than 1 Job	Total Number of Workers, unduplicated	Average Hours/Week	Median Hours/Week	Average Pay/Hour	Median Pay/Hour	% Impact on # Regional Jobs	% Impact on # Statewide Jobs, duplicated
Alternative Programs									
Region 7: Moore Center Services	1	0	1	40	40	\$9.95	\$9.95	0.50%	
Region 10: Community Crossroads	2	0	2	4.5	4.5	\$8.81	\$8.81	0.20%	
TOTAL	3	0	3						0.18%
Cardinal Cushing Centers									
Region 9: Community Partners	1	0	1	8	8.25	\$8.00	\$8.25	0.65%	
TOTAL	1	0	1						0.06%
CDS - Northern Human Services									
Region 1: Northern Human Services	8	2	6	8.75	4	\$8.33	\$7.63	4.55%	
TOTAL	8	2	6						0.49%
Chesco Employment									
Region 5: Monadnock Developmental Services	33	4	29	9.42	6	\$8.74	\$7.50	18.54%	
Region 7: Moore Center Services	2	1	1	12	12	\$7.25	\$7.25	1.00%	
TOTAL	35	5	30						2.13%
Comfort Keepers									
Region 5: Monadnock Developmental Services	1	0	1	25	25	\$8.10	\$8.10	0.56%	
TOTAL	1	0	1						0.06%
Community Bridges SDS									
Region 4: Community Bridges	32	4	28	11.58	10	\$9.15	\$9.00	18.29%	
TOTAL	32	4	28						1.95%
Community Bridges CM									
Region 4: Community Bridges	4	0	4	15.5	16	\$8.89	\$9.00	2.29%	
TOTAL	4	0	4						0.24%
Community Bridges SEP									
Region 4: Community Bridges	27	5	22	15.17	17.5	\$9.31	\$8.16	15.43%	
TOTAL	27	5	22						1.65%
Community Bridges, no provider identified									
Region 4: Community Bridges	34	1	33	14.26	15	\$9.04	\$8.83	19.43%	
Region 9: Community Partners	1	0	1	21	21	\$11.00	\$11.00	0.65%	
TOTAL	35	1	34						2.13%
Community Crossroads									
Region 10: Community Crossroads	10	1	9	6.75	3.5	\$8.84	\$8.25	1.00%	
TOTAL	10	1	9						0.61%
Community Integrated Services									
Region 7: Moore Center Services	10	1	9	11.8	11	\$9.36	\$9.21	4.98%	
TOTAL	10	1	9						0.61%
Community Partners									

Region 9: Community Partners	1	0	1	15	15	\$9.15	\$9.15	0.65%	
TOTAL	1	0	1					0.06%	
Community Strategies for NH									
Region 2: Pathways of the River Valley	1	0	1	10	10	\$7.80	\$7.80	1.28%	
Region 5: Monadnock Developmental Services	5	0	5	9	4.5	\$9.38	\$9.88	2.81%	
TOTAL	6	0	6					0.37%	
Croched Mountain									
Region 2: Pathways of the River Valley	1	0	1	4	4	\$10.75	\$10.50	1.28%	
Region 5: Monadnock Developmental Services	2	0	2	13.25	13.25	\$7.25	\$7.25	1.12%	
Region 6: Gateways Community Services	1	0	1	6	6	\$10.00	\$10.00	0.39%	
Region 7: Moore Center Services	1	0	1	2	2	\$10.00	\$10.00	0.50%	
Region 8: One Sky Community Services	1	0	1	4	4	\$11.50	\$11.50	0.67%	
TOTAL	6	0	6					0.37%	
Easter Seals NH									
Region 1: Northern Human Services	1	0	1	12	12	\$8.50	\$8.50	0.57%	
Region 2: Pathways of the River Valley	1	0	1	15	15	\$7.50	\$7.50	1.28%	
Region 3: Lakes Region Community Services	7	2	5	4.5	3	\$7.75	\$7.25	4.12%	
Region 4: Community Bridges	33	5	28	7.71	6	\$7.71	\$7.25	18.86%	
Region 5: Monadnock Developmental Services	4	1	3	5.25	5	\$7.56	\$7.25	2.25%	
Region 6: Gateways Community Services	18	1	17	12.92	12	\$7.77	\$7.33	7.06%	
Region 7: Moore Center Services	17	4	13	9.15	6	\$7.33	\$7.25	8.46%	
Region 8: One Sky Community Services	31	7	24	10.18	8	\$8.15	\$7.25	20.67%	
Region 9: Community Partners	6	2	4	9.17	8.5	\$8.38	\$8.13	3.87%	
Region 10: Community Crossroads	15	2	13	9.23	8	\$8.19	\$7.25	1.50%	
TOTAL	133	24	109					8.11%	
Farmsteads of New England									
Region 4: Community Bridges	1	0	1	8.88	8.88	\$7.25	\$7.25	0.57%	
Region 8: One Sky Community Services	1	0	1	3	3	\$7.25	\$7.25	0.67%	
Region 10: Community Crossroads	2	0	2	6.5	6.5	\$7.25	\$7.25	0.20%	
TOTAL	4	0	4					0.24%	
Gateway Community Services - CDS									
Region 6: Gateways Community Services	18	3	15	14.58	15.5	\$8.15	\$7.25	7.06%	
TOTAL	18	3	15					1.10%	
Gateway Community Service, no provider identified									
Region 6: Gateways Community Services	1	0	1	8	8	\$10.75	\$10.75	0.39%	
TOTAL	1	0	1					0.06%	
Granite Bay Connections									
Region 8: One Sky Community Services	2	0	2	11.50	11.5	\$8.63	\$8.63	1.33%	
Region 10: Community Crossroads	2	0	2	13.5	13.5	\$7.63	\$7.63	0.20%	
TOTAL	4	0	4					0.24%	
Granite State Independent Living									
Region 7: Moore Center Services	6	1	5	7.5	8	\$9.05	\$9.37	2.99%	

TOTAL		6	1	5																0.37%
Great Bay Services																				
Region 8: One Sky Community Services		9	1	8	12.33	12	\$8.04	\$7.25											6.00%	
Region 9: Community Partners		7	1	6	13.07	10	\$8.44	\$8.00											4.52%	
TOTAL		16	2	14																0.98%
Independent Services Network																				
Region 2: Pathways of the River Valley		8	1	7	9.31	8.25	\$9.40	\$9.00											10.26%	
Region 4: Community Bridges		11	1	10	7	5	\$7.77	\$7.25											6.29%	
Region 6: Gateways Community Services		12	1	11	5.88	5	\$8.70	\$8.75											4.71%	
Region 7: Moore Center Services		4	0	4	10.25	12	\$9.62	\$9.38											1.99%	
Region 10: Community Crossroads		2	0	2	4	4	\$10.64	\$10.64											0.20%	
TOTAL		37	3	34																2.26%
Institute for Professional Practice																				
Region 4: Community Bridges		2	0	2	3.38	3.38	\$7.25	\$7.25											1.14%	
Region 6: Gateways Community Services		10	3	7	6.45	5.5	\$7.78	\$7.25											3.92%	
Region 7: Moore Center Services		1	0	1	2	2	\$7.25	\$7.25											0.50%	
Region 8: One Sky Community Services		6	1	5	2.83	2	\$8.00	\$7.50											4.00%	
Region 9: Community Partners		6	1	5	11	11.5	\$8.54	\$7.88											3.87%	
Region 10: Community Crossroads		1	0	1	4	4	\$8.00	\$8.00											0.10%	
TOTAL		26	5	21																1.59%
J. Cook Workforce Solutions																				
Region 4: Community Bridges		4	1	3	12.25	12.5	\$8.08	\$7.53											2.29%	
TOTAL		4	1	3																0.24%
Kimi Nichols Center																				
Region 10: Community Crossroads		2	0	2	15	15	\$9.05	\$9.05											0.20%	
TOTAL		2	0	2																0.12%
Lakeview Neurorehabilitation Center																				
Region 5: Monadnock Developmental Services		1	0	1	16	16	\$7.25	\$7.25											0.56%	
TOTAL		1	0	1																0.06%
Life Coping																				
Region 9: Community Partners		1	0	1	8	8	\$7.25	\$7.25											0.65%	
TOTAL		1	0	1																0.06%
Life Transition Services																				
Region 1: Northern Human Services		5	0	5	17.2	20	\$78.70	\$8.40											2.84%	
Region 2: Pathways of the River Valley		2	0	2	13	13	\$8.50	\$8.50											2.56%	
TOTAL		7	0	7																0.43%
Life Visions																				
Region 7: Moore Center Services		7	2	5	3.86	3	\$7.86	\$7.50											3.48%	
Region 8: One Sky Community Services		1	0	1	2	2	\$7.50	\$7.50											0.67%	
Region 10: Community Crossroads		21	2	19	6.86	6	\$8.42	\$8.00											2.10%	
TOTAL		29	4	25																1.77%
Lifeshare Inc																				
Region 1: Northern Human Services		1	0	1	10	10	\$9.25	\$9.25											0.57%	
Region 7: Moore Center Services		2	0	2	17.25	17.25	\$9.55	\$9.55											1.00%	

Region 8: One Sky Community Services	18	2	16	6.39	2.5	\$9.10	\$9.03	12.00%	
Region 10: Community Crossroads	7	2	5	4.14	3	\$8.20	\$7.65	0.70%	
TOTAL	28	4	24						1.71%
Living Innovations									
Region 4: Community Bridges	1	0	1	2	2	\$7.25	\$7.25	0.57%	
Region 6: Gateways Community Services	1	0	1	6	6	\$8.25	\$8.25	0.39%	
Region 8: One Sky Community Services	23	6	17	7.27	6	\$8.61	\$8.75	15.33%	
Region 9: Community Partners	4	2	2	16	10	\$9.50	\$9.50	2.58%	
Region 10: Community Crossroads	13	0	13	8.3	8	\$8.17	\$8.00	1.30%	
TOTAL	42	8	34						2.56%
Monadnock Developmental Services - ISO									
Region 5: Monadnock Developmental Services	11	1	10	13.86	10	\$9.42	\$8.88	6.18%	
TOTAL	11	1	10						0.67%
Monadnock Developmental Services -MCST									
Region 5: Monadnock Developmental Services	29	1	28	14.57	12	\$9.92	\$9.50	16.29%	
TOTAL	29	1	28						1.77%
Monadnock Developmental Services, no provider identified									
Region 5: Monadnock Developmental Services	28	3	25	19.04	20	\$8.37	\$8.00	15.73%	
TOTAL	28	3	25						1.71%
Monadnock Worksource									
Region 5: Monadnock Developmental Services	23	4	19	6.8	4	\$7.93	\$7.25	12.92%	
TOTAL	23	4	19						1.40%
Moore Center Services									
Region 7: Moore Center Services	93	12	81	12.43	12	\$7.93	\$7.25	46.27%	
TOTAL	93	12	81						5.67%
Nashua Center for the Multiply Handicapped									
Region 6: Gateways Community Services	5	0	5	3.6	3	\$7.91	\$7.25	1.96%	
Region 10: Community Crossroads	2	1	1	7	7	\$9.75	\$9.75	0.20%	
TOTAL	7	1	6						0.43%
Neurorestorative NH									
Region 7: Moore Center Services	1	0	1	18	18	\$9.00	\$9.00	0.50%	
Region 10: Community Crossroads	1	0	1	4	4	\$7.25	\$7.25		
TOTAL	2	0	2						0.12%
New Employment Options									
Region 1: Northern Human Services	1	0	1	26	26	\$9.50	\$9.50	0.57%	
Region 7: Moore Center Services	9	2	7	20.67	20	\$9.11	\$10.00	4.48%	
TOTAL	10	2	8						0.61%
North Country									
Region 1: Northern Human Services	10	1	9	10.6	7.5	\$8.42	\$8.75	5.68%	
TOTAL	10	1	9						0.61%

One Sky Community Services - Futures											
Region 8: One Sky Community Services	22	6	16	9.27	7.25	\$8.96	\$8.88				
TOTAL	22	6	16								1.34%
One Sky Community Services, no provider identified											
Region 8: One Sky Community Services	20	5	15	9.98	4.5	\$8.70	\$8.50			13.33%	
Region 9: Community Partners	1	0	1	16	16	\$7.40	\$7.40			0.65%	
TOTAL	21	5	16								1.28%
Opportunity Networks											
Region 5: Monadnock Developmental Services	5	0	5	13.25	8	\$8.35	\$8.50			2.81%	
Region 6: Gateways Community Services	70	8	62	7.61	6	\$7.88	\$7.25			27.45%	
Region 7: Moore Center Services	1	0	1	25	25	\$10.00	\$10.00			0.50%	
Region 10: Community Crossroads	1	0	1	10	10	\$8.50	\$8.50			0.10%	
TOTAL	77	8	69								4.70%
Pathways of the River Valley											
Region 2: Pathways of the River Valley	24	1	23	12.42	9	\$9.77	\$9.75			30.77%	
TOTAL	24	1	23								1.46%
Residential Resources											
Region 4: Community Bridges	1	0	1	17	17	\$7.25	\$7.25			0.57%	
Region 5: Monadnock Developmental Services	6	2	4	10.83	6	\$7.91	\$8.00			3.37%	
Region 7: Moore Center Services	3	0	3	12.33	5	\$10.85	\$10.60			1.49%	
Region 8: One Sky Community Services	1	0	1	3	3	\$7.25	\$7.25			0.67%	
Region 10: Community Crossroads	1	0	1	10	10	\$10.74	\$10.74			0.10%	
TOTAL	12	2	10								0.73%
Robin Hill Farm											
Region 4: Community Bridges	1	0	1	2	2	\$7.85	\$7.85			0.57%	
Region 5: Monadnock Developmental Services	1	0	1	2.25	2.25	\$8.00	\$8.00			0.56%	
TOTAL	2	0	2								0.12%
Siddharth Services Inc											
Region 4: Community Bridges	1	0	1	2	2	\$8.36	\$8.36			0.57%	
Region 7: Moore Center Services	5	0	5	8.6	3	\$8.80	\$8.00			2.49%	
TOTAL	6	0	6								0.37%
Southwestern Community Services											
Region 5: Monadnock Developmental Services	24	8	16	7.33	6	\$8.36	\$8.09			13.48%	
TOTAL	24	8	16								1.46%
The Plus Company											
Region 6: Gateways Community Services	111	12	99	12.45	12	\$8.33	\$8.00			43.53%	
Region 7: Moore Center Services	1	0	1	16	16	\$11.75	\$11.75			0.50%	
TOTAL	112	12	100								6.83%
Toward Independent Living and Learning											
Region 6: Gateways Community Services	8	1	7	7.5	6.75	\$9.69	\$10.10			3.14%	
TOTAL	8	1	7								0.49%

Work Opportunities Unlimited									
Region 2: Pathways of the River Valley	1	0	1	3.5	3.5	\$10.20	\$10.20	1.28%	
Region 4: Community Bridges	19	6	13	5.89	4	\$8.37	\$7.75	10.86%	
Region 7: Moore Center Services	26	7	19	12.4	9	\$9.08	\$8.00	12.94%	
Region 8: One Sky Community Services	7	0	7	15.14	17	\$9.01	\$9.00	4.67%	
Region 10: Community Crossroads	20	3	17	15.81	14.63	\$9.32	\$9.15		
TOTAL	73	16	57					4.45%	
No Vendor Assigned									
Region 1: Northern Human Services	150	26	124	9.42	7.04	\$8.18	\$7.25	85.23%	
Region 2: Pathways of the River Valley	40	2	38	15.64	12	\$9.37	\$9.00	51.28%	
Region 3: Lakes Region Community Services	163	39	124	11.12	8	\$7.85	\$7.25	95.88%	
Region 4: Community Bridges	4	0	4	27.5	28.5	\$10.19	\$10.00	2.29%	
Region 5: Monadnock Developmental Services	7	1	6	9	5	\$8.46	\$8.50	3.93%	
Region 7: Moore Center Services	11	1	10	12.47	12	\$8.32	\$8.00	5.47%	
Region 8: One Sky Community Services	8	3	5	8	4	\$8.63	\$8.69	5.33%	
Region 9: Community Partners	127	13	114	13.54	12	\$8.38	\$8.00	81.94%	
TOTAL	510	85	425					31.10%	

100%
of Total Jobs